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# CONNECTICUT DEPARTMENT OF LABOR AND FACTORY INSPECTION

DIVISION OF EMPLOYMENT SECURITY

## MONTHLY BULLETIN

AUGUST - 1941



*Training for Defense Industry*

### THIS MONTH:

- News Notes
- The Human Side of Employment
- Women In Defense Industries
- A Plan for Emergency Operation
- Commissioners' Decisions
- What Is An Arc Welder
- The Situation in The State



## CONNECTICUT STATE EMPLOYMENT SERVICE

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## DEPARTMENT OF UNEMPLOYMENT COMPENSATION

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# « « News Notes » »

The young lady on our cover this month is Arlene Lee of Danbury who is taking a course at the Danbury Trade School. It will be Arlene and thousands of her sisters who will begin to take over in industry in the immediate future according to all signs and portents. Arlene is 18 years old and has already been tentatively located in a position upon completion of her course of training.



The appointment of Mary M. Dewey as manager of the Waterbury office of the State Employment Service has met with wide approval both within the service and without. Because she has been acting manager and conducting the affairs of the office for a period of time the transition to managership was so quiet and unostentatious that we omitted to mention it last month in making mention of other personnel changes.



Entirely in keeping with the tradition of fine craftsmanship in Connecticut was the recent award of certificates by the State Apprenticeship Council to 96 young men who had completed their trade training under the aegis of the Council. This was the first state-wide convocation of graduate apprentices and was a significant acknowledgement of the need for long-term training as a means of replenishing the ranks of skilled workmen. Probably more than any other state, Connecticut has wrought its prosperity from intellectual and manual skills, and on the foundations of the structures built by the ingenious Yankee clock makers, succeeding generations of Yankee craftsmen have continued to build. It is on such groups as these young graduate apprentices that the future well-being of the State will depend.

There is a tendency in every trade or profession to develop a jargon which, in its higher reaches, becomes mystifying to the lay public. The Employment Service and the Unemployment Compensation Department are no exceptions to the rule. After a few years of glib reference to "base per-

iods", "durational amounts" etc. these expressions become our worn counters of exchange and by their compactness save time in intradepartmental dealings.

It is well to remember, however, that in our dealings with the public, many of whom are uninitiated, these trade terms are not always understandable.

For example, an employment specialist speaking before a lay audience might speak of "placements". To him it means only one thing so he doesn't become specific; to a social worker a placement has an entirely different meaning — to a tennis player another and to a football player still another.

The moral, if there is one — is that we can never safely assume that the other fellow understands what we are talking about if we deal in trade terms. The ability to reduce these trade terms to simple, understandable English indicates our own clarity of thought and our appreciation of what lies behind the formalized words.



Delegates from each of the New England states attended the third annual Employment Security Institute of the New England Region at the Massachusetts State College, Amherst, Mass., from August 10 to August 16.

Dr. C. A. Kulp was the conference leader and included in the program was Major Leonard J. Maloney, Director of the Connecticut State Employment Service who spoke on "The Employment Service in the Defense Program".

Delegates from Connecticut, in addition to your scribe, were Charles A. Tournier and Benjamin Brown of the Unemployment Department; Bernard Kofsky of the Administrative Headquarters and Edward L. Stevenson of the Thompsonville office representing the Employment Service.



Two pamphlets published by the Public Affairs Committee worthy of your consideration are "Labor in the Defense Crisis" and "Man Meets Job". The former is a critical survey of the labor situation in the country by T. R. Cascard of the 20th Century Fund

and discusses briefly all salient points from training programs to strikes. In "Man Meets Job" Philip S. Broughton gives the results of his study of the public employment services, pointing out that public employment agencies will not have met their real test until they pass through a complete business cycle.

At the abyss of a depression, he says, the pressure of the jobless tends to overthrow professional standards of placement. "Pressure is brought to replace the principle of 'the right man in the right job' and to refer men to jobs who have been longest unemployed or to refer special groups—married men, veterans, the neediest cases. To whatever extent the highly professional judgment gives way to the charitable, employers find that the workers sent them are not satisfactory. They lose confidence in the system. They stop using it."

In short, it is easy to be virtuous when the going is easy, but the real test of stamina is the ability to hold tight to fundamentals when the winds blow strong and hard.



A new high in frankness was achieved by a job applicant who presented himself at the New London office recently. He seemed bright enough, but modest withal as he said to the receptionist, "You will have to talk low to me. I do not understand big words. You see, I am kind of dumb. I am only in the fourth grade." He was registered on a farm registration card and sent to a local nursery for day work. As far as we know he is still there, making up for some of his incapacity no doubt, by his forthright honesty.



Another episode in the continuing story of verbal transmission of thoughts also occurred in New London when a young lady with a decided Southern accent appeared and stated that she had recently moved here and intended to live in the area. Her past experience showed considerable work as a stenographer and private secretary. The interviewer suggested to her that it might be well for her to come in and take the stenographic tests as it was likely that we would be able to find a job for her.

After some hesitation she drawled "I think I prefer to wait a little while. You see, I've only been here a week and it is hard for me to understand you all when you talk."

# Training Women for Defense Work

LEONARD J. MALONEY, *Director, Conn. State Employment Service*

Despite the general apathy of Connecticut employers, particularly those in the defense industries, toward the increased use of women in some mechanical jobs ordinarily held by men, the Connecticut State Employment Service and the State Department of Education have decided that in the best interests of the State and its defense program the training of women in mechanical pursuits should go forward.

Depletion of the male labor supply and the difficulties attending the enrollment of male youths for the so-called short term defense industrial training courses, with the result that current classes are only partially filled, caused the State Employment Service to recommend to the Division of Vocational Training of our State Department of Education that the training of women should be started. The recommendation was made by the Employment Service because it is believed employers will have realized they must use women in greater numbers and will be glad to have those who have received training by the

time this training shall have been completed.

For several months now the accent in training, so far as male workers is concerned, is on training on the job rather than on pre-employment training. In other words, the need for man power is so urgent that employers cannot wait for the trainees to go through the 200 hours or more of training. As a result the full capacity of our training facilities are not now being used. It is believed that only by using women can this condition be corrected.

## SUB-COMMITTEE MAKES STUDY

A sub-committee of the Connecticut Association of Manufacturers' Committee on Emergency Defense Labor Problems has made a study of the types of jobs in which women could now be used. This Committee was headed by Albert F. Snyder, Personnel Director of the Winchester Repeating Arms Company. On the basis of Mr. Snyder's report, courses have been or will be introduced for women in riveting, soldering, drill and punch operation, gauging, tracing, inspection, and

some types of assembly work. Where the need is indicated, courses in specialized assembly work will be set up.

Courses for women are now operating in New Haven, Hartford, Bridgeport, and New Britain, and others are being planned. It is hoped that the courses in cities in which some males are still available for training will become co-educational, so that the classes may be kept at maximum capacity.

There is still a fairly abundant supply of young women available for defense industrial training courses and it would seem that the policy of the State Employment Service with respect to the preparation of these women for jobs in the manufacturing industry is economically sound. The only alternative to using Connecticut women for Connecticut jobs is the importation of a greater number of males from outside the state. With housing in many defense centers already taxed to capacity and municipalities having difficulty in coping with the overcrowded conditions, it would seem that the importation of labor from outside the state should be kept to a minimum.

## News Notes . . .

Commentary letters from Commissioner Danaher were received recently by employees who were awarded certificates of the University of Connecticut for successful completion of courses given under the George-Deen program for department personnel.

Said the Commissioner: "As our department will go forward in direct relation to the growing abilities of its people, those of you who have thus demonstrated an interest beyond the work of the day will, it is hoped, receive recognition proportionately. In this regard, it was of interest to me to observe that several of those taking the courses ranked high in competitive examinations during the past year and were successful in obtaining advancement."

The program of study courses was more extensive than that of the previous year with shorter courses predominating, which were designed to meet request of department personnel. In comparison with last year when 125 received passing grades, this year over 160 certificates were awarded to em-

ployees who finished courses satisfactorily. The enrollment was distributed among 10 classes.

While most of the classes were held in the Conference Room at headquarters, two sections of the course in Psychological Test in the Employment Service, and one section of the Speakers' Course were also presented in Bridgeport, Waterbury and Norwich for the convenience of field office personnel. In addition to the Hartford sections in these two subjects, the courses conducted at headquarters covered various stages of accounting, statistics and the organization of federal and state governments, all of which related to the activities and functions of the department.

The urgency of the times will undoubtedly put a greater demand on the abilities of Division personnel, and attention is being given to ways and means of developing and improving these abilities. The program for the 1941-42 season is to be based upon the needs and requirements of employees in the Division and will reflect the more closely integrated national program, and relationships between our Division and other state and national

agencies. As the Commissioner says in the closing paragraph of his letter:

"Your co-operation will soon be requested in planning courses for the coming year. If you have at present any suggestions to make regarding interesting and useful subjects, address them to Mr. Frank Craddock, Supervisor of Training, for consideration in the fall program."

As this is written plans are going forward for the harvesting of Connecticut's fruit crop. The State Employment Service is cooperating with the American Pomological Society in an effort to save the apple crop which will start to mature shortly after Labor Day.

It is apparent that it will be necessary to rely principally on High School students, although one fruit grower recently asked the Danbury office why he couldn't get some interned French sailors to pick his fruit for him, reasoning that it seemed to be too bad they were idle when they might be harvesting his crop for him. Glad to oblige, of course, but that was one placement the Danbury office couldn't accomplish.



# Women In Defense Industries

CLYDE W. GLEASON

More than twenty years have passed since American women have been called upon to help fight a war. Millions of European and Asiatic women are now working day and night in an effort to supply their respective nations with equipment for what promises to be the most desperate and destructive war in human history. It is a war which apparently has just begun.

If, for perspective, one is willing to venture a comparison with the earliest warfare, one can conjure up a convincing, if not too scientific picture of the girl friends of the anthropoid apes helping their males collect the requisite hand grenades from out the tops of coconut palms. It is well known that from that time down, throughout the course of human evolution, females have possessed a certain finesse and dexterity unequaled by males. These special qualities are more badly needed during times of war than any other. In twentieth century America there has been a disposition, pardonable but probably not too sensible, to relieve the women of responsibility for the national defense, so long as there are men to do the work. But, if we are justified in looking five or ten years into the future, we may be forced to anticipate that those American women who can work will have to go to work. We may believe that most of them are willing.

The machinery of modern warfare is no longer crude. Its manufacture involves an increasing use of instruments of precision. The keen perceptions and skillful fingers of women still rank high among our available precision instruments.

## JOB SURVEY MADE

The Occupational Research Section of the United States Employment Service has surveyed jobs normally held by men, but which are neither too heavy nor hazardous for women, and for which women can be trained in a short time. There are over 600 items, though the list is only suggestive. I have checked this list and estimate that over 100 of the jobs are represented in Connecticut Defense industries, including the munitions, aircraft, electrical equipment, ship and boat, sheet metal, and machine tool industries. This shorter list could serve as the basis for a survey by the special committees which are endeavoring to ap-

proach the problem systematically. By combining occupations common to several industries, and by including some normally open to both men and women, one can arrive at an incomplete but more comprehensive picture. Please examine these items critically. Check those which you believe could be performed by women:

### OPERATORS

Milling machine  
Power press  
Foot press  
Drill press  
Punch press  
Hydraulic press  
Automatic screw machine  
Hand screw  
Bench lathe  
Tapping machine  
Cartridge loading  
Machine moulding  
Coil winding  
Soldering machine  
Slow speed bandsaw  
Threading and bending machine  
Edging or profiling machine  
Bench motor  
Crane

### HELPERS

Instrument man  
Electric plater  
Bench man  
Shaper operator  
Power plant mechanic  
Sheet metal assembler

### MISCELLANEOUS

Assembler (small parts)  
Inspector  
Spot welder (and other light welding)  
Solderer  
Gun stock finisher  
Lay-out (tracer)  
Polisher and Buffer  
Painter  
Spray gun operator  
Sand blaster  
Filer (burr, template, gear)  
Weigher  
Tool crib attendant  
Sealer  
Timekeeper

Does the reader agree that women could handle all of these jobs? Before crossing off any items, consider the implications of the many new releases reaching us from across the water, of

which the following is typical: "Associated Press, London: Russian women and girls are building and repairing ships, having learned in a few weeks work which everyone had thought could be done only by men, an official of the Soviet shipbuilding industry said today in a broadcast of the Moscow Radio heard in London." This may be of special interest to the New London office.

It is not my purpose to defend any particular items. It is, rather to suggest that the Employment Service is in a position to encourage employers to start now to experiment with the use of women in jobs normally held by men. It is already pretty safe to recommend women for a sizeable list of non-defense occupations which, up to recently, have been held by men. We are seeing ever-larger numbers of girl elevator operators, gas station attendants, grocery clerks, runners, pages, and the like. A great deal can be done in this way to free men for strictly male jobs in the Defense industries.

### NO MASS MOVEMENT

But we should not anticipate a sudden mass movement of women into all the nooks and crannies of the national industrial system. The Employment Service should not urge it, nor should employers permit it. But, unless we are fairly systematic in the way we go about the task of substituting women for men, we shall be in serious straits when the shortage of male workers does become acute. We shall then be seriously handicapped if we do not know what jobs women can handle, and who, among the women available for work, can handle them.

So why not, (1) Agree upon a tentative list of Defense tasks which women can perform. (2) Prepare job specifications for them, so we can know the qualities most needed in the women who may be employed on them. (3) Submit, to cooperating Defense industrial plants, a proposal that they try a limited number of carefully selected women on these jobs. (4) If they agree, the Employment Service could pick the applicants with due regard for the specifications, and with the aid of aptitude tests where they are applicable. (5) Where special training is indicated, determine whether or not it would be practicable for the Defense

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In view of the growing shortage of trainable young men, Dr. Gleason's remarks on the use of women in industry are provocative and worthy of consideration. An established policy of the Labor Department is, of course, against the use of women in hazardous occupations or on heavy machinery.

# The Human Side of Employment

By THOMAS CUSICK

There is a gigantic churning process now going on in America that is carrying people towards a new frontier that has but recently appeared in their existence. The new frontier is the factory entrance and beyond it are the machines that have become aristocratic symbols in the defense program—the milling machines, drill presses, turret lathes and grinding machines. These people of whom I speak have never worked in factories. They speak with the mahogany shaded vowels of Harvard and the delicatessen accents of East Side New York. Many of the current applicants for employment have made a long pilgrimage to Hartford. Their work history frequently makes grim reading. It is a pathetic catalogue of all the low paid jobs that are done by human hands working long hours at grinding toil. And now the hands of the "little people" have acquired a tremendous significance. They appear in the Hartford office of the Connecticut State Employment Service because the American tradition of tearing up roots still holds good.

They have heeded a voice that is swiftly running through the vast ranks of those who work in restaurants, mills, lumber camps, canneries and on farms. It is a voice that entered their consciousness as a whisper and became a loud announcement beating out the phrase, "You can earn fifty dollars a week in the factories." And this phrase has become a tally-ho cry that has sent thousands on the hunt for factory jobs.

The procession of job seekers that forms each day is reaching out for rings that were brass in 1933 and that have become gold by the magic touch of the Lend-Lease Bill and domestic defense contracts.

"Tearing up roots" however, is more than a geographical expression. There are hundreds of people from this area applying for factory jobs which have no relation to the entire pattern of their occupational and educational experience. The "lunch box" phase of their life is beginning. Many consider that they have arrived at a plateau of wages and advancement on their present jobs. This group especially includes many white collar workers who are beginning to experience higher rents and rising prices in food commodities. One office worker told me the other day that Leon Henderson's

prophecies in regard to inflationary tendencies had impelled him to cast about for a factory job. "Security isn't worth anything if you can't pay your fuel bills on your income," he said.

Others have worked at jobs on which they have been discontented for a long time but they stayed on because of the fear of unemployment if they broke off to seek other employment. They have been working as clerks in the retail trades, waiters, gas station attendants, and all the multitude of occupations in which people serve and service other people. Frequently they say they want inspection jobs in factories so they can sit down at their work. I gather that the most lyrical daydreams of these people have something to do with sitting down. There is good factory material among them. Many of them were washed into the wrong job compartment by the depression.

## PROFESSIONS REPRESENTED

Lawyers and dentists and teachers are willing to declare a pause in their careers so as to exploit the current opportunity to make money in the fac-

People who come into the State Employment service are more than figures in a graph; with keen insight and a dash of humor, Tom Cusick, Junior Interviewer at the Hartford office tells you a little about these people.

tories. These members of the professional and semi-professional groups are tossed into the hopper that contains their former clients, patients and students.

The composition of these job seekers has a certain constancy but there are scores that cannot be blended into a common background; the theological student who had spent several years in the American consulate at Stuttgart, Germany; the piano player who had swung around the country with the big name bands until he wearied of it; the middle aged well-to-do lady who never worked and wished a factory job so as to destroy her feeling of being constantly ineffectual; the elegant old gentleman who was dressed like a boulevard stroller of the gay nineties; the elderly scholar who

taught Greek and Latin and spent a brief period of his life in a monastery.

## LOCAL PATTERNS OF SPEECH

There is a locality pattern of behaviour and speech reflected in the migrant applicants for employment that is amusing and interesting. The natives of Vermont and New Hampshire are hickory of speech and compact in expression. "Heard there were some good jobs down there," they say and that is as far as they go in spontaneity of expression. I have long since established that all residents of Vermont and New Hampshire are honest. They fetch out bundled letters of recommendation from their home village tycoons and the master theme of all of these letters is the honesty of the bearer. One letter which I read the other day had an Ethan Frome simplicity about it. It was a one sentence declaration, stating, "this man is scrupulously honest." No matter where these boys have worked they designate their duties with the statement, "working around things with my hands." I guess they're good with their hands.

The boys who come from the coal mining regions of Pennsylvania are tough-fibered Poles and Czechs with some Irish. They have a sense of humor that is fundamental and when they laugh it has a minstrel show ring about it. As each recites his story the words of all the boys from the same region who have sat before my desk seem to be woven into it. It is always the same story. They have numerous younger brothers and sisters. They all need to send a good segment of their future earnings home and they have all taken a commercial course in high school. Office jobs must be the golden apples of security in the coal mining regions. It is ironic in a way to think of these huge handed boys fumbling with typewriter keys in high school and then going into the coal mines in an identity of existence with their fathers. Their fingers are now more deftly engaged with machine gun parts and airplane motors.

## POTATO PICKERS

I have found that picking potatoes has a fatal effect upon the imagination. I asked one of the inhabitants from Aroostook County in Maine who had

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# Commissioners' Decisions

## 37 Decisions Handed Down In July Cover Wide Variety of Points

An assistant store manager who quits his job to devote his time and efforts to the establishment of a trade magazine is not in the general employable market and is not eligible for unemployment benefits, Commissioner Ernest B. Partridge of the Second District has ruled in Case 65-3-41, affirming the finding of the claims examiner. According to the evidence, the claimant terminated his employment when dissatisfied with his progress after 16 years service in the chain store business. After quitting he made no independent effort to obtain work but instead canvassed prospects for a projected magazine. Even though he received no financial income from his efforts the claimant did not care to relinquish attempts to establish himself as a publisher in the belief he would eventually enjoy financial betterment. Said the Commissioner: "Obviously, he is interested primarily in self-employment, feeling that he has not been amply compensated for his sixteen years of effort as an employee. It is apparent that his status as an employee terminated only because of a sincere desire to enter a field of self-employment."

The foregoing decision was one of 37 handed down by the Unemployment Commission during July, the slowest month since February, 1938. No decisions were rendered during the month in the First District while the Second and Fifth accounted for six each and the Third and Fourth totalled 14 and 11 respectively. Eighty-nine new appeals were taken in July and 19 cases were withdrawn or dismissed for lack of prosecution. There were 134 cases on the docket at the end of the month.

Examiners' findings were upheld in 27 of the 37 decisions, modified in 2 and reversed in 8. Principal issues involved were voluntary quits and availability for work, one of these two issues figuring in 27 of the 37 case.

Other cases are discussed briefly below. The Administrator is not necessarily in agreement with the reasoning or conclusions expressed herein.

**Claim and Registration:** Failure of the claimant in Case 88-E-41 to produce proof that he had attempted to file a claim in New York against Conn-

ecticut in February, 1940 caused the Commissioner to uphold an examiner's ruling of ineligibility. A search of the New York Agency's files, made at the request of the Connecticut Employment Security Division, failed to produce a record of the claimant's alleged visit. The claimant had previously charged that he was not allowed to file a claim in New York in February, 1940 but was subsequently informed by the Connecticut Agency that he should have filed in New York at that time.

An unemployed branch manager of a tire company, who was unable to file a continued claim on the day scheduled because he was conferring in Akron with company officials for three consecutive days, was entitled to be credited with a regular claim despite his failure to report on schedule, it was ruled in Case 101-D-41. "It appears certain that the claimant was available for work on the days in question", Commissioner Truax wrote. "Substantial evidence has shown that the claimant was actively in search of work during this period and that he was pursuing the best method to obtain employment in his particular line. In my opinion this fact is more important than the mere failure to report on schedule."

Likewise, a claimant who failed to file continued claims, due to the neglect of a new interviewer to follow proper routine in instructing the claimant, was held to be entitled to weekly continued claims when there was nothing to prevent his reporting weekly had he been so instructed. (112-D-41)

**Availability:** Commissioner Thompson of the Third District reversed an examiner's ruling that an otherwise unemployed real estate salesman was unavailable for work because he sold lakeshore property on Sundays on a commission basis. Upon determining that the claimant was ready and willing to accept suitable work and had sought work, the Commissioner said: "The situation here is not that of a person who is devoting his full time selling merchandise on commission. This claimant worked only on Sundays and at a specific location. His job was more akin to that of an extra sales clerk in a department store on Satur-

days than to a person devoting all his time to the sale of automobiles." (370-C-41)

A young woman who quit work upon marrying, and who remained at home several weeks before filing for benefits, was declared to be unavailable when she subsequently refused to accept a referral to a part-time job. She was also required to refund two benefit checks already received. (30-E-41)

**Wilful Misconduct:** Failure of a theater cashier to work on Sunday did not constitute wilful misconduct when the employer violated the General Statutes by requiring Sunday work. In Case 361-C-41 the Commissioner found that the claimant for several years worked from 12:30 p. m. to 6:00 p. m. and from 6:00 p. m. to 10:30 p. m. on alternate days and 7 days a week. Her discharge followed her failure to report on Sunday, April 20. The Statute cited in the decision reads, in part: "Except in cases of emergency, no person shall require or permit any employee engaged in any commercial occupation, or in the work of any industrial process to do any work of his occupation on Sunday, unless such employee shall be relieved from work for one full regular working day during the six next ensuing--"

**Voluntary Separation:** A pipe fitter, who asked to be discharged when he felt he was doing more than his share of work, actually quit voluntarily, even though the supervisor obliged him with a discharge, it was held in 62-B-41. The claimant lacked sufficient cause for quitting, the Commissioner said, since he should have made an attempt to have conditions rectified by the management.

"Ill feelings that commonly occur between fellow employees which may be due to incidents arising either in employment or outside, are generally not considered sufficient cause for quitting a job so that the claimant may receive unemployment benefits without any penalty", Commissioner Thompson stated in Case 364-C-4. The issue arose when a claimant quit his job as general office worker following criticism by the traffic manager who happened to be his second cousin. According to the testimony, the traffic manager admitted the claimant would have been discharged for resenting the former's criticism were it not for the fact of his relationship. Despite the treasurer's urging, the claimant quit saying he would not remain under the traffic manager, "not even for a hundred dollars a week."

# Arc Welder by Joseph S. Dunn

&gt;&gt;&gt;

The vast shipbuilding program now under way is making interviewers increasingly aware of the classification of Arc Welder. Nine hundred and thirteen naval vessels and nine hundred and fifty merchant ships are now building or on order, besides the one thousand smaller craft for the Navy. The use of welding which has revolutionized the shipbuilding industry in the past ten years is an important factor in the program. Consequently arc welders are in demand and the demand has stimulated a mushroom growth of private training schools offering courses in arc welding varying from 100 hours to 250 hours and costing 90 cents to \$1.25 an hour.

The interviewer's interest in this expansion is focused on the problem of matching the employer orders and the applicants. What does a welder do in the construction of a ship? What are the requirements of the employer? What is the employer's experience with the trainees who are polished off in 100 or 250 hours?

In shipbuilding, welding is used almost exclusively wherever metal plate and frames are joined to form the hull, keel, bulkhead, sections, tanks and fittings and other equipment. According to Shelby C. Davis who writes on Ships - And More Ships in the July issue of *The Atlantic*, a boat that formerly required 1,308,000 rivets is now put together by welding and has only 200 rivets. This reduction in the number of rivets makes the ship 13 to 15 percent lighter. The welding makes a much stronger assembly and cuts months off the construction of the ship.

## WELDER IN SHIPBUILDING

The arc welder, then, in shipbuilding is a welder of heavy gage metal plate which he joins by means of butt, end, fillet, seal and plug welds. Welders whose experience is limited to sheetmetal of light gage, as in aircraft construction or in automobile repair or in the fabrication of gutters,

tanks and lighter assemblies, are not immediately qualified for the shipbuilding industry. This is due not merely to the difference in the material handled but also to the positions in which the work is performed. In shipbuilding the parts to be assembled cannot be set up conveniently on a work bench. The worker must accommodate himself to job-welding down or overhead or vertically, standing, kneeling or stretched out flat, operating in cramped positions or perched on scaffolding and exposed to cold or heat. The requirement of the job also eliminates the applicant who is not agile or who is too big. Usually an applicant over 6 ft. or over 180 lbs. is not acceptable unless he is unusually qualified in other respects.

The skill of the welder is displayed in maintaining his arc and rate of welding so as to get good penetration of the metal, uniform width of the bead and a dense weld section. At the same time he must avoid porosity, overlap, inclusions, spatters, local overheating and a crooked bead.

## TRAINEES STILL UNSKILLED

Trainees of private industrial schools do not have this skill after 100 hours or 200 or even 1,000 hours, notwithstanding the claims that they may be made in their behalf by the schools that turn them out. It is true that many of them can pass the Navy test and conservative schools make no further boast than this. The Navy Test, however, has about the same meaning in welding that the Driver's Test has in the operation of an automobile. It is a demonstration of the minimum requirements for a beginner. And just as a driver of several weeks experience could not be trusted with the operation of a vehicle that carries passengers or precious cargo, so too the welder just out of school, cannot be relied on to weld seams on whose strength the safety of human lives and precious freight depend. Some pri-

### WHAT IS AN ARC WELDER?

The arc welder is a perfect example of the need for going behind "labels" in assessing job potentialities, for there are welders and welders as Mr. Dunn points out so cogently. He speaks with authority, for as Senior Interviewer in the New London office he has made a special study of this subject.

vate industrial schools are recognized by shipbuilding concerns because the instructors in these schools know from experience what the concerns require of their welders. Graduates of these schools are admitted to the initial tests and if successful are hired as learners. Graduates of other schools are not encouraged to apply. Several months of experience with applicant welders has shown that the proportion of the successful to the non-successful, demonstrated by initial tests and during the probationary period, is too small to be worth the time necessary to prove them.

Obviously, shipbuilders cannot depend on outside sources for their growing need of skilled arc welders. One concern in particular, whose requirements have set the standard described in this article, has instituted its own apprenticeship course. To be eligible to enter this course a young man must be between the ages of 18-22, high school graduate or have the equivalent training, less than 6 ft. tall and a maximum weight of 180 lbs. Eligibles must also be able to pass a physical examination. These applicants attend classes several hours daily and work in the plant on tack welding, advancing to more important assemblies as their knowledge and skill improve. The apprenticeship course continues for two years or longer, depending on the progress of the individual. Applicants with previous training or experience who do not meet the apprenticeship requirements in age and marital status may be hired as learners and subjected to a similar course of training. This program of in-service training has been in operation long enough to provide in some measure for the immediate needs of the expanding plant and is calculated to solve its greater needs in the future.





# The Situation In The State

The industrial and labor pattern of the state as reported by the 18 field offices of the Connecticut State Employment Service during the past month revealed a continuance of high productive activity, scarcely diminished by vacations and seasonal layoffs.

Migration of out-of-state workers continued without abatement and in some industrial areas such as Bridgeport, where local skilled labor has become depleted these migrants, when possessed of skills, have become the principal source of supply for filling job openings on the basis of the reports of his field managers.

Threatened shortages of silk caused some temporary tenseness in some areas but investigations revealed adequate present stocks or priorities protection which would seem to militate against any general layoffs, due to this single cause, in the immediate future.

Profiting by the example of early season fruit growers whose crops were threatened because of labor shortage, apple growers of the state are already trying to perfect arrangements for the harvesting of early September crops by use of High School students.

During the period the most significant development was the growing concern of manufacturers with defense contracts about the procurement of adequately trained personnel to take care of further expansion. Concentration on the problem of materials priorities has obscured the

more latent problem of a skilled labor supply, but the anomaly of non-defense industries with an adequate staff of trained machinists and toolmakers operating side by side with concerns engaged exclusively in defense work, and with a scarcity of these same workers, has raised the question of whether a transfer of workers to defense industries may be arranged on a temporary, co-operative basis, or whether more direct action may be necessary.

Connecticut employment officials have taken cognizance of the shortage of trainable males for defense industries, and were already training young women in machine shop courses. These women, have passed tests indicating their native capacity for performing this work, and the only obstacle to be hurdled now is the reluctance of some manufacturers to modify their employment practices so that these young women may be absorbed by industry on completion of their training period, excepting hazardous occupations or on heavy machinery.

This will not solve the problem of supplying workers in the highly skilled brackets, it was pointed out, the only reservoir of which now remains in non-defense industries. All reports indicate that the induction of these workers into defense industries is going to occupy nearly as much of the attention of manufacturers and government officials in the near future as materials priorities does now. How this induction will take place is a question that is increasingly becoming pertinent to the local labor market.

## FAIRFIELD COUNTY

### Bridgeport

Continued increase in all lines of industry in the Bridgeport area has made it necessary to rely almost wholly on out of town applicants for skilled industrial workers as there are no skilled local applicants now available.

There are now more than 59,000 industrial workers employed here, an increase of about 24,000 workers over a year ago. Large numbers of out of state applicants continue to appear at the State Employment Office every day, coming largely from northern New England, eastern Pennsylvania and New York City. Comparatively few of these are sufficiently skilled for placement.

The Defense Training courses continue with maximum enrollment in all courses with the exception of aircraft, sheet metal and riveting although efforts are now being made to increase the enrollment to maximum.

### Norwalk

Industrial activity in Norwalk during July fell slightly below the level of the previous month although job placements showed some increase and were more than double those of July, 1940.

Metal firms doing non-defense work are encountering difficulty in obtaining materials and one hat manufacturer in the district has laid off a great number of workers during a reorganization of the plant. Although Norwalk has had only one large defense order, a number of firms are switching over to defense work on a subcontract basis and so far during this change little unemployment has resulted.

About 80% of the graduates of all the high schools in this district were registered prior to graduation and practically all of them have either been placed by the Employment Service or have gotten jobs themselves so that the shortage of unskilled youths is again creating somewhat of a problem.

### Danbury

The Danbury area continues to be moderately busy but not to an extent as to be termed a boom. Local manufacturers are evincing some concern over the number of skilled workers who are being siphoned out of this district by defense industries but local manufacturers have not yet been able to absorb all available workers.

In spite of this, more private job placements have been made by the State Employment Service during the past three months than in any similar period and the average weekly record so far this year exceeds that of any previous year.

It is generally felt that industrial activity will be further stimulated in the near future by expansions and new enterprises and the general tone is one of optimism.

There continues to be difficulty in filling job orders for domestics, service workers and farm laborers. The supply of clerical workers is abundant and of good quality.

A slight increase in the Unemployment Compensation load was noted due to seasonal layoffs in several hat shops.

### Stamford

July hirings in Stamford were curtailed considerably as most of the large industrial plants were closed part of the month for vacations, and while the industrial level has remained somewhat static during recent

weeks plant expansions in the immediate future will probably stimulate additional activity.

## New Haven and Litchfield Counties

### New Haven

Hiring in the New Haven area has tapered off during the past month and with little prospect of renewed mass hiring except possibly in one instance. Most of the industries have now hired to present capacity and some are even laying off; the demand at present is only for skilled help and to satisfy normal turnover.

There still exists an acute shortage of skilled help while married women and older male applicants who have been in retirement are now abundantly available, but with little prospect for immediate placement.

The prospect for a resurgence in employment activity depends in some measure on the number of teachers and students currently employed for the summer who will resume their normal occupations next month. Aside from this, the immediate future seems to indicate a maintenance of the highly accelerated pace reached some months ago, with no additional spurts now in evidence.

### Ansonia

A continued flow of transients into the Ansonia area is still noticeable with a large proportion of the job hunters coming from New York rather than Pennsylvania as was true previously.

Although none of the larger firms have recommended hiring in any substantial numbers there were more single orders for men from small employers than previously and it is felt that lack of materials is still the primary factor in holding down the num-



ber of placements. Additional activity may be expected when several concerns, now in preparation, launch into production.

Graduates of the 10th Training Course were placed without difficulty and a new class has already begun its training period.

#### Waterbury

The industrial pattern in Waterbury during July was somewhat confused as a result of serious metals and materials curtailment which had an immediate effect in the leveling off in personnel additions, and an unwillingness in some plants to make long range personnel increases.

Retail houses reported an upswing in sales, especially in those goods where there is likely to be a shortage or curtailment. Private building of small homes continued to be brisk and progress was made on the Federal Housing now under construction.

The applicant load decreased slightly as compared to the previous month and there was a 31 percent increase in unemployment claims over June, which was due wholly to the shortage of metals.

#### Middletown

There has been little change in either the industrial or labor picture in this area during the last month, although increased activity seems to be indicated for the near future by the reopening of several additional plants, including one shipyard.

Skilled labor continues to be scarce and there seems to be no decided tendency on the part of manufacturers to employ women in lieu of men wherever possible. Several lay-offs have occurred due to a lack of material but in one instance, involving a shortage of rubber, some workers have been called back. While there is no definite sign of rapid increase in industrial placement, within the past week, employers who complained previously of lack of materials and orders have resumed hiring.

Retail trade in the area continues exceptionally good with hotels and restaurants participating in the prosperity but now complaining of the increased difficulty in obtaining proper help.

#### Meriden

A heavy influx of transients has been noted in the Meriden area recently coming from all the New England states, New York and some from Illinois and Wisconsin. The great majority of these are unskilled workers with no factory training, and while some of these were placed in industry it is noted that many do not adjust themselves to industrial work.

There continues to be a shortage of male applicants in all fields, particularly in the skilled trades, and an acute shortage of eligible material for Defense Industrial training courses.

Practically all industries in this district continue to be busy during the month; most of them are working two shifts and some are working three shifts. An increasing number of defense contracts and subcontracts have been awarded to local manufacturers.

Most of the recent high school graduates are now working and while there is an abundance of women for factory work there is a definite shortage of desirable youths 18-20 years of age.

#### Hartford and Litchfield Counties

##### Hartford

Although industrial activity continued at a high level in Hartford during July there

was a slight decrease in the number of job orders due to the desire of manufacturers to hold off during the vacation season.

The shortage of domestic workers continues to be acute and this is reflected in the wages now currently being paid. High school girls employed a year ago as mothers' helpers received \$5.00 a week and are now receiving as much as \$8.00 a week.

Influx of out-of-state job seekers continues without abatement.

Plans are now being completed for the inauguration of the first women's training class in machine work. Tremendous interest on the part of applicants has made it possible to do a highly selective job in filling the class with women of good manual dexterity and other qualities necessary for successful performance of this type of work.

There continues to be a strong demand for workers on tobacco farms, and fruit growers are already seeking to recruit High School students and others for fruit picking which will start within the next week or two.

#### New Britain

Business throughout the New Britain area continued unusually active during the past month. Due to the summer season the demand from stores and restaurants slackened a bit, but there still remains a strong demand for laborers of all types.

Readjustment of working hours in one local concern resulted in the dropping of 25 or 30 newly engaged employees but these were quickly absorbed in other industries.

To date 493 Machine Course Defense Training enrollees have graduated and of this number more than 300 have been placed by the State Employment Service while practically all others have also been absorbed by industry.

Recent additions and possible new industries point to still further demand for metal trades workers in this area on defense contracts; to date there has been little shift-over of skilled workers engaged in non-defense work to defense industries, but it is a question in many minds as to how long this situation will persist, particularly in view of the increasing difficulty encountered in meeting the expanding demands of defense contracts.

#### Bristol

Industrial activity in the Bristol area is practically unchanged since last month; the labor market continues to be thin and the bulk of the high school graduates of June have been absorbed.

All of the industries of the community are very busy but possible material shortages lend an air of uncertainty to the entire picture; barring shutdowns on that account the prospects for the near future are exceedingly bright.

In this area, as elsewhere, there seems to be a decided increase in the number of out-of-state applicants, most of whom are unskilled.

#### Thompsonville

In this area during July the textile industry operated at top speed with no immediate acceleration or decrease in view. There is at present an apparent shortage of textile workers because labor normally flowing into this industry is being absorbed by the machine trades.

The virtual completion of the Windsor Locks Air Base has diminished the number of construction workers now engaged in this territory, and although several other major construction projects are to be started, most

of the skilled help has now drifted to other localities.

The farm situation reflects the most acute labor shortage and the ranks of agricultural workers have been steadily depleted.

The retail and wholesale business, in fact, the whole business pattern of this area, continues to be unusually bright.

#### Torrington

The industrial situation seems to have become more stabilized during July and, although men with special skills are readily absorbed, no new large orders for help developed. Shortages still exist in farm hands and many orders for domestics remain unfilled because registrants are unwilling now to take this type of employment. Although a large number of married women are registered in this area resistance of employers to this type of workers has not entirely disappeared and not all of them could be placed. All available construction labor has been absorbed and more could be placed.

There was a decrease in new registrations for jobs during July with 404 applications being filed during the month and 280 renewed.

#### New London and Windham Counties

##### New London

The demand for workers of all types continued at a high level in the New London area during the last month and it becomes increasingly difficult to find people willing to accept jobs in the lower paid brackets. One interesting development is a strongly indicated tendency of married women to withdraw from the labor market because of the greatly increased earnings of the head of the family.

Practically all industries in the area are working at capacity and, with one exception, there seems to be no shortage of material or slowing down of work. There is still a definite shortage of experienced arc welders for shipbuilding plants and, although a large number of applicants have received training from commercial welding schools, not all of these schools offer training which fit their graduates for the positions available.

Retail business in this area continues to be good with most merchants expressing satisfaction with prevailing business conditions.

##### Willimantic

The industrial picture in the Willimantic area remained largely unchanged during July except for the temporary flurry caused by the embargo on Japanese silk but this tenseness was only of short duration.

Investigation reveals that the company most likely to be affected has several months supply on hand with additional potential supplies to carry them for six months more. Others engaged largely in defense work feel that their supply will be adequately protected.

There continues to be a shortage of help in some of the service industries such as restaurants and while orders for farm help have tapered off there continues to be a dearth of applicants for either service or domestic work.

Merchants generally reported a satisfactory business, somewhat less than June, but greatly in excess of a year ago.

#### Norwich

Industrial activity in Norwich last month was interrupted to some extent by inventories and repair layoffs but in general has kept up the pace set in June. Cotton-rayon is busy and wool has remained steady; finish-

(Continued on page 12)

# A Plan for Emergency Operation

By GLENDON A. SCOBORIA

The term "preparedness" is generally accepted as applying only to national defense, yet the continuous repetition of the word "preparedness" stimulates our thinking to cover all phases of existence and particularly our present economic status and our future welfare.

Today, we are enjoying increased industrial activity; we see evidences of increasing employment and unemployment compensation claims have reached an all-time low. The picture is beautifully colored--the shadings fail to show the valleys that lie between the pinnacles of prosperity. The thunder-heads, although lurking in the background, are overshadowed by the beautiful sunlight of the present day; truly a remarkable picture deserving of careful scrutiny and exacting criticism.

It is not sufficient that we accept such a condition without endeavoring to project the existing circumstances into the possibilities of the future. Are we always to have industrial activity? Are we always to see increasing employment? If not, then how quickly will a transition take place? Will the descent from prosperity be gradual or will the decline be rapid? These are the questions that are facing the Connecticut State Employment Service for, if the Connecticut State Employment Service is to fulfill its function within the State of Connecticut, it must not work in the past, but must accept the facts of the past and apply them to the future so that failures of the past will not be repeated.

To this end it is necessary that the Connecticut State Employment Service maintain plans and exercise precautions to forestall a disruption of operations should present-day conditions suddenly be altered and emergency conditions develop that might rock the foundations of current employment stability.

## AN EXAMPLE

For example, suppose some fine morning next autumn, the Hartford office receives sudden word that a concern employing 10,000 men is going to close down indefinitely. That immediately conjures up a picture of overcrowding, with swarms of workers struggling in line to file their claims

for unemployment compensation, and with confusion reigning.

Under emergency plans to cover such a situation, contact would be made immediately with one or more pre-arranged lessors of buildings affording ample floor space--there are three such available in Hartford at strategically arranged points.

At the same time, steps would be taken, according to plan, to move into the Hartford area interviewers from other territories. Naturally, the regular staff would not be able to cope with an enormous peak load, and using the old Army system of sandwiching raw recruits between regulars, temporary employees would be sandwiched between seasoned interviewers.

Basic time allotments used by the receptionist in scheduling interviews are as follows:

Registration: 1 every 10 minutes per interviewer

Registration and Original Claim: 1 every 15 minutes per interviewer

Original Claim: 1 every 5 minutes per interviewer

By careful scrutiny of the interviewers' scheduling sheets it will be possible at all times to have a running picture of the situation as it develops and the need for additional interviewers as the flow of claims increases beyond capacity.

## STANDARDIZATION IS KEY

Standardization of operation in any organization is one of the most important keys to success. Recognizing this

"M" Day for the Employment Service will see Instant Operation of Emergency Plans outlined here by Field Supervisor Glendon A. Scoboria. Mr. Scoboria, a World War veteran, had a dozen years in industry before coming to the Employment Service as an Interviewer in 1933. He has been a Field Supervisor since 1936.

after each Local Office Manager had surveyed conditions within his district. This survey included an estimate of the maximum unemployment compensation claim load that might descend upon each office if an emergency condition should develop and an estimate of the percentage of persons registered for employment in the Local Office. An estimate was also made giving the maximum applicant load and the maximum claim load that could be handled using present facilities together with information as to supplemental available buildings that might be used if the emergency demanded.

Managers estimated the number of additional personnel required under maximum emergency conditions together with estimates of the equipment necessary for efficient operation. Auxiliary itinerant stations were established which, of necessity, demand a redistribution of territory for emergency operations. The essential element of time study was undertaken and definite allotments of time were made against specific duties.

The Managers' surveys were analyzed and coordinated and from these facts the Connecticut State Employment Service Plan For Emergency Operation was developed. The plan is formulated on one basic proposition, namely, that if a plan is to be effective under all circumstances, it must be uniformly operated in each Local Office. Standardization of operation is essential so that the Director of the Employment Service may measure the effectiveness of accomplishments to the end that weak elements may be strengthened and the stronger elements utilized to bolster particular phases of Local Office operations. The Plan For Emergency Operations does not permit any Local Office clearance of plans, personnel or problems. The Plan is so organized that the Director and any Field Supervisor will be the clearance agency in such matters, and any solution of problems must be made through the duly designated clearing agency.

By this Plan, the Connecticut State Employment Service has tried to organize its forces to serve the public, in anticipation of the most trying conditions which conceivably might arise.

fact, the Connecticut State Employment Service has recently furnished each local office with such a plan of operation to cover local emergency conditions. The plan was developed with a view to local conditions and



# Women in Defense Industries

(Continued from Page 3)

Training authorities to provide the training. (6) Following placement, get reports from plant foremen covering success or failure on the job, problems of adjustment, etc. These reports could then be used to encourage or discourage future efforts to use women on the jobs in question.

Such a study as this might well be set up by the joint committee of Defense employers, Defense Training, and Employment Service authorities, which is now working on the problem of women in industry. But it is not necessary to wait for statewide action. Each office in an area which has Defense industries can concentrate on one or more local plants where understanding and cooperation may be expected. The experiment could be limited at the start, to even a single job. Every bit of experience—favorable or otherwise—will contribute just that much to our knowledge of, and control over the whole problem.

## APTITUDE STUDIES MADE

Aptitude studies show, that in certain types of work, women, in general, can and do perform as well as, or better than, men. A general comparison of male and female performances on aptitude tests of proven value is only one way, but it is a useful way to demonstrate this fact. Of course, it is still more convincing when one can point to cases of women who are actually employed and doing well on a given "man's job." But we cannot sell an employer on using women, and then just send him any women who "looks likely." Employers also have a right to some proof that each individual woman who is referred, will be likely to succeed. The Employment Service can furnish this information in two ways: We can refer women to training courses, and find out how they react to the training. Already hundreds of Connecticut girls and women have been enrolled in Defense industrial training courses covering operations on metal-working, sewing and other textile-working machines; and non-machine work such as inspecting and blueprint tracing. (See Major Maloney's article in this issue of the Bulletin.) Training for other types of work such as power press and automatic screw machine operation is being planned. Women who have run the gamut of interviews, tests and special training are excellent candidates for the better jobs, and we have faith that em-

ployers will give them preferment.

Training courses, however, are not needed for many Defense jobs for women. I refer to jobs which can be mastered in a relatively short time thru instruction on the production line itself, with an experienced operator for teacher. Here the Employment Service cannot depend upon success in the training course to help pick the best candidates. Yet we all know that after the "breaking in" on many jobs has been completed, there is often a wide difference between the quality and quantity of work done by the best and the poorest workers—a difference due to dexterity, powers of perception, or other fundamental traits. No one can tell in advance, by looking at or talking with an untrained and inexperienced woman applicant, whether she has these abilities or not. The sensible and rather obvious thing to do is to get a few samples of her actual performance on tasks which require the abilities needed on the job. If these "samples" are obtained carefully, and if they really do represent some of the traits which are most needed on the job, we refer to them as "aptitude tests." Much of the testing program of the Connecticut State Employment Service must be re-directed toward measuring the aptitudes of women who will be referred directly to the Defense industries.

## TEST BATTERIES VALIDATED

At present, we have a number of validated test "batteries" for measuring aptitudes for specific jobs. There are batteries for various machine operations and for certain assembling, packing, inspection and other jobs. Moreover, we can set up certain trial or experimental batteries, and cooperate with the Federal authorities in determining their value for specific occupations.

In conclusion: It seems to be high time for all interested parties to work out a plan of action based upon definite agreements covering these questions: (1) Just what Connecticut occupations can and should be filled by women? (2) Which of these require training? (3) Which require special measurable aptitudes? When these are agreed upon, the Service should use its best techniques to pick the women; the educators should train those who can profit from training; employers should offer specific assurances that those women who can fill

(Continued on page 12)

# New Amendments Cause Increase In Unemployment Claims In July

Although benefit payments of \$144, 100 during July were 17 percent greater than in June, they were less than in any other month in 1941. Total disbursements for the first seven months of the year reached \$1,531,473 as compared with \$3,749,128 for the same period in 1940.

Initial claims for the month totalled 10,637, more than double the figure for June. A large part of this increase, 3,355 claims, resulted from amendments to the Unemployment Compensation Law, which became effective July 1 and which required the filing of new claims and the completion of a waiting week by persons already filing continuing compensable claims.

Compensable claims were up 12.6 percent for the month with all districts showing an increase except Bridgeport, New Britain, New London, and Norwich. A moderate decrease was noted in the number of claims filed against Connecticut from outside the state.

New amendments also raised the number of cases closed during July to a total of 7,146, an increase of 47.9 percent over the previous month. Closings were greater for all districts except Ansonia, Bristol Danbury, Danielson, Middletown, and Thompsonville.

The greatest increase in benefit payments occurred in the New Haven district where payments of \$31,341 represented an increase of 92.7 percent over those of June. Substantial increases also occurred in Meriden where there was a 41 percent rise; in Stamford, with 47.1 percent; and in Waterbury, 46.8 percent.

Adjustments for previous under-reporting have raised the total number of initial claims for the year by 600, and total compensable claims by 1200. Total claims closings were lowered by 2,250 for a like reason.



# SUMMARY OF CLAIMS AND BENEFITS BY OFFICES, JULY, 1941

Office	INITIAL CLAIMS			COMPENSABLE CLAIMS			BENEFITS PAID			CASES CLOSED		
	July	% Change from June	Year to Date	July	% Change from June	Year to Date	July	% Change from June	Year to Date	July	% Change from June	Year to Date
Ansonia	166	163.5	1,053	153	25.4	2,185	\$ 1,204	16.8	\$19,220	74	— 22.1	**1,042
Bridgeport	1,178	100.7	**6,626	1,282	— 21.8	**16,756	14,015	— 18.8	165,473	853	29.8	**6,293
Bristol	95	137.5	571	199	18.4	1,777	1,894	23.6	19,803	55	— 5.2	**647
Danbury	492	377.7	2,606	552	42.6	6,660	4,021	10.9	85,821	147	— 31.9	**2,657
Danielson	174	89.1	1,173	229	2.2	2,731	1,813	— 1.5	23,759	106	— 31.6	**1,222
Hartford	1,141	90.2	**10,657	2,064	30.8	**22,779	20,614	20.4	223,858	1,213	62.2	**10,786
Meriden	252	157.1	1,369	447	50.5	3,519	4,006	41.0	33,854	152	65.2	**1,285
Middletown	377	194.5	1,575	462	33.5	4,489	3,526	4.9	41,638	174	77.6	**1,552
New Britain	295	102.0	1,971	482	— 26.4	5,549	4,292	— 40.5	55,530	235	— 15.2	**1,885
New Haven	2,390	57.1	**12,646	3,399	41.9	**28,960	31,341	92.7	247,559	1,465	101.8	**12,285
New London	167	183.0	1,676	276	— 4.2	5,003	2,671	— 0.9	46,830	120	7.1	**1,743
Norwalk	603	286.5	**2,864	718	3.4	8,103	7,121	21.1	75,837	312	36.2	**3,348
Norwich	348	152.2	2,118	622	— 12.1	6,250	5,972	— 2.1	57,626	317	38.4	**2,134
Stamford	923	40.1	**4,773	1,308	22.0	**12,222	13,155	47.1	116,763	707	180.6	**5,154
Thompsonville	329	219.4	**2,016	415	7.8	4,547	2,990	— 8.7	40,636	195	— 11.0	**1,847
Torrington	102	750.0	820	175	26.8	3,783	1,651	17.1	41,494	63	173.9	**779
Waterbury	743	80.8	**3,013	880	15.9	**7,417	9,309	46.8	73,899	398	55.5	**2,717
Willimantic	37	362.5	282	54	14.9	906	367	— 10.7	9,510	17	142.8	**312
Interstate Liabie	825	209.0	4,147	1,179	— 11.5	13,635	14,138	— 12.0	152,363	543	42.1	4,234
T O T A L	*10,637	104.9	61,956	14,896	12.6	157,271	\$144,100	17.0	\$1,531,473	7,146	47.9	61,922

NOTE: \*Includes 3,355 initial claims prepared in central office from continued claims. \*\*Adjusted on basis of inventory of July 31, 1941.

## PLACEMENT ACTIVITY

### JULY 1941

The Connecticut State Employment Service placed 8,235 applicants in private employment during July. This represents a decrease of 2.4 percent from the June private placement total but is 100.2 percent greater than the total for July 1940. Public placements totaled 1,598, an increase of 58.1 percent over June.

Supplementary placements, which are those in which employers specify by name the workers desired, totaled only 4 for the month as compared with 11 for June and 98 for July 1940.

The total of placements of all types made during the month was 9,837, 4 percent greater than for June and 82 percent more than for July of a year ago.

The industrial distribution of placements showed, in the larger industrial groups, the following percentage increases: agriculture and mining, 29.3; wholesale and retail distribution, 5.6; and domestic service, 3.5. There were decreases from the June figures in the following larger industrial groups: building and construction, 23.8 percent; hotels and restaurants, 21.6 percent; and manufacturing, 5.1 percent.

The major occupational grouping of private placements showed the following increases over June totals: agriculture, fishing, and forestry, 29.1 percent; professional and kindred, 17.6 percent; and unskilled, 4.2 percent. Major occupational groups showing decreases from June were: semi-skilled, 16.1 percent; clerical and sales, 8.8 percent; skilled, 6.1 percent; and service, 1.4 percent.

Of the 8,235 private placements effected 65.8 percent or 5,417 were classed as permanent, that is, as of over a month in duration. There were 20 more jobs filled in private industry through the use of the clearance system over June — a total of 496 workers having been placed of which 181 were from out-of-state.

New registrations of applicants decreased by 15.4 percent for the month, and renewal registrations increased 4.8 percent. The active file balance as of July 31, was 45,141, an increase of 1 percent over the balance as of June 30 and a decrease of 41.2 percent from the 76,736 active applicants reported as of July 31, 1940.

## The Human Side of Employment

(Continued from page 4)

picked potatoes for twenty years if he hadn't found it dull. He somberly replied that it had never occurred to him. A bulky individual from the same state sat before my desk recently and we were both unhappy. He spoke only quantities of French-Canadian dialect—I knew only such fragments of classical French as, "Porter, place my luggage in the taxi." Finally in a desperate effort to get something down on the registration card I asked him in my slightly mad French, "Where was he?" I tacked a vigorous "monsieur" on to this flowering of my French. My intent was to find out from what far reaches of the planet he had arrived. It was fortunate for the average life span of both of us that an associate of the applicant who spoke English hurled himself upon us and roared out the information I needed to complete the employment registration. I was staggered to find out that the applicant for employment had been born in a remote village in Maine and yet knew only a few tags of English. The community was composed entirely of French Canadians.

### STRONG MAN

I was reminded of the legendary Paul Bunyan feats of strength when two giants from Texas sat down at the desk recently. They had worked in the oil fields of Texas, the copper mines of Arizona and the flood control project along the Mississippi River. One had a broken arm and when I pointed out that it might be difficult to get him a job when his arm was in a sling, he said grimly, "With one arm I'm as strong as two men." His companion who by his application of logic had the strength of four spoke up in tones that were not lilting, "That's right." I said nothing but nodded my head five times in agreement.

A venerable old negro who had made a long trip from the deep South was giving his weary feet a recess at my desk. He had a fine old face and as I asked him questions I kept thinking of "De Lawd" in Marc Connelly's play "Green Pastures." As we arrived at the occupational section of the registration card I asked him what he had been doing. The reply came slowly and it seemed freighted with wisdom, "Mister, I have been spending most of my life trying not to become dumb."

## The Situation in the State

(Continued from page 8)

ing has been somewhat slower than in June due in part to a slack in orders.

The shortage of skilled machine help does not greatly affect this textile area, but skilled labor in particularly every line is becoming increasingly difficult to obtain, because such labor is being drained off into the defense industries of New London and Hartford.

Two machine shop training courses and one welding course are in operation, with trainees being placed outside the area. Difficulty in recruiting the proper type of youth for these courses is now a reality.

Danielson

Industrial activity in this area continued at an accelerated pace during July and restrictions on the use of silk indicate that no plant in this territory will be closed or otherwise be affected by present orders for at least 90 days. Under present circumstances less than 10 percent of the total number of employees engaged in this type of work will be temporarily unemployed, investigation reveals, and 90 percent of the present orders held in this territory are not affected, being protected by priorities.

New building construction has been somewhat curtailed due to a temporary shortage of certain types of builder's hardware and a shortage of structural steel for non-priority projects.

As a result of a recruiting campaign instituted last month 202 new job seekers registered during July.

## Women in Defense Industries

(Continued from page 10)

jobs requiring special aptitude, training, or both, should be given fitting jobs, better pay, and quicker promotions.

Referring once more to the simian mode of defense of home and country: Our "far-off cousins" learned their critical lessons by the tedious and costly process of trial and error. In each new conflict they started pretty much at scratch; they fought with the aid of their "women" who, we may presume, backed their mates with courage and abandon, but without observable plan, system, or rational division of labor. Perhaps those simian tribes whose females were mobilized and deployed most effectively in support of their fighting males, were destined to survive, and to become our obscure but honored ancestors.

Perhaps, while there is yet time to do so, we can prove how far along the road to glory we have come, by using those same qualities of foresight and discrimination to marshal our human resources, male and female alike. Perhaps this year, out of all the years of all the centuries, is the one given us to prove that we have the right to become the ancestors of a somewhat less simian world.



CONNECTICUT STATE EMPLOYMENT SERVICE—Local Office Activity—Month of July, 1941

DISTRICT	SUMMARY REGISTRATION ACTIVITIES			FIELD VISITS			REFER- RALS		SUMMARY OF ALL PLACEMENTS												Duration of Private Placements				Private Placements Office			
	Total New	Total Re-Active	Total File	Pri- vate	Pub.	Pri.	Pub.	Grand Total			Private			Public			Supplementary			Men	Women	Temp.						
								Tot.	Men	Wom.	Vets	Tot.	Men	Wom.	Vets	Tot.	Men	Wom	Ve				Offi- ce	Offi- ce				
Ansonia	988	324	1308	27	0	256	12	157	95	62	5	150	90	60	5	7	5	2	0	0	0	0	0	80	10	53	7	
Bridgeport	1638	1826	5986	72	72	0	1720	36	1334	847	487	45	1369	824	485	45	25	23	2	0	0	0	0	681	143	234	42	
Bristol	191	157	1208	22	0	202	0	153	105	48	3	153	105	48	3	0	0	0	0	0	0	0	0	65	15	48	0	
Danbury	232	345	1159	32	0	205	27	164	106	74	1	143	80	68	10	16	10	0	1	0	0	0	65	15	48	22		
Danielson	292	316	5829	31	3	1373	36	187	138	449	5	137	88	49	4	48	48	0	3	2	2	0	71	17	49	0		
Hardford	1891	1622	5830	66	3	1673	761	1470	1225	245	57	964	734	230	40	506	491	15	17	0	0	0	434	270	193	198		
Meriden	272	356	1066	26	0	375	21	181	115	69	9	173	107	66	8	8	27	3	2	1	1	0	97	10	64	2		
Middletown	234	565	1229	39	3	292	33	211	121	89	3	179	93	86	1	30	27	3	2	1	0	0	76	17	67	19		
New Britain	732	746	1894	40	0	0	0	494	297	173	424	75	494	297	173	15	0	0	0	0	0	0	236	61	148	49		
New Haven	1764	2518	9222	43	0	1730	33	1897	973	424	78	1375	954	421	77	22	19	3	1	0	0	0	494	460	211	210		
New London	400	778	1877	0	0	0	0	256	32	652	556	96	633	537	96	28	19	0	5	0	0	0	488	49	64	32		
Norwalk	433	789	2150	83	0	1694	43	401	271	190	12	428	264	164	12	33	7	26	0	0	0	0	189	75	133	11		
Norwich	254	629	1459	0	0	0	0	323	20	201	140	61	184	132	52	8	17	2	0	0	0	0	125	7	43	9		
Stamford	680	1148	3200	13	0	0	344	4	786	764	22	4	72	50	22	1	714	714	0	0	0	0	113	58	60	55		
Thompsonville	726	410	895	160	91	69	149	839	786	764	22	9	306	174	132	6	61	61	0	3	1	1	0	45	5	21	1	
Torrington	404	280	870	63	25	38	447	61	368	236	132	9	306	174	132	6	61	61	0	3	1	1	0	163	11	21	2	
Waterbury	1272	1283	4416	196	78	28	1263	39	1174	769	405	15	1139	738	401	12	35	31	4	3	0	0	210	528	193	208		
Williamantic	90	206	497	65	17	176	67	160	109	51	7	105	57	48	4	55	52	3	3	0	0	0	43	14	35	13		
Totals	11791	14398	45141	928	757	171	11643	2084	9837	7024	2813	330	8235	5495	2740	285	1598	1525	73	44	4	4	0	1	3739	1756	1678	1062
June 1941...	13940	13741	344702	698	536	132	11938	1161	9462	6902	3400	316	8440	5166	3271	283	1011	890	121	33	11	6	5	0	3685	1481	1924	1350
—Active file at end of month — b—Includes 181 out-of-state applicants — c—includes 214 out-of-state applicants.																												

## Private Placements According To Occupational Groups

[illegible]



# POSITIONS WANTED

Following are a few of the applications from the files of the professional and technical division. These are samples, typical of the high quality of individuals who are available. Further information concerning these, or others similarly trained may be obtained by communicating with Miss Dorothy Spalding, 1281 Main Street Bridgeport, Conn. or by writing directly to the BULLETIN.

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**DRAFTSMAN** — age 34, married. Four years experience as construction and engineering draftsman; also map and chart work. Excellent type, good health. Address replies Box 75931

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**SALES ENGINEER** — 56 years of age. Graduate of Trinity College, member of American Institute of electrical engineers and American Society of mechanical engineers. Has had twenty-six years experience in advertising and sales promotional work. Address replies Box 8319

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**PRODUCTION MANAGER** — age 53. Twenty-six years practical experience as general foreman, superintendent, production and transportation manager with major Connecticut industrial concern. Address replies Box 2189

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**SOCIAL WORKER** — Female. B. S. in Physical Education. Has had experience in personnel field and is interested in industrial contact. Organized and taught Health Education classes. Excellent personality and references. Address replies Box 5271

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**ACCOUNTANT** — Dartmouth graduate American Institute of Banking and New York University Extension Courses and LaSalle Accounting Course. Member Natl. Association of Cost Men. 32 years old. Married. Has had ten years practical experience in banking, public accounting, industrial accounting and auditing. Address replies Box 71421

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**FORESTER** — Graduate of Sheffield Scientific School, Yale School of Forestry. Six years with U. S. Forestry Service in this country and the Philippine Islands. Has also been with national rubber company and has had twelve years as research forester in Sumatra. Connecticut man--- age 52. Address replies Box 3216

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**ELECTRICAL ENGINEER** — 33 years old. Has worked as development engineer for three years perfecting and redesigning company patents; some army engineering experience and considerable personal research in automatic, electronic, electric and mechanical controls. Practical shop experience also. M. I. T. and Boston University. Address replies Box 61843

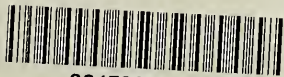
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